

Faktor-faktor motivasi kerja: Supervisi, penghasilan, dan hubungan interpersonal memengaruhi kinerja perawat pelaksana

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Abstrak

Kinerja perawat berpengaruh langsung terhadap kualitas pelayanan kesehatan. Penelitian ini merupakan penelitian deskriptif kuantitatif dengan pendekatan cross sectional yang bertujuan untuk mengetahui hubungan faktor-faktor motivasi kerja dengan kinerja perawat pelaksana di ruang rawat inap Rumah Sakit X. Penelitian menggunakan proportionate random sampling yang telah memenuhi kriteria inklusi, yaitu 100 perawat pelaksana Rumah Sakit X. Hasil penelitian ini menunjukkan ada tiga subvariabel motivasi kerja yang ada hubungan signifikan dengan kinerja perawat yaitu: hubungan interpersonal ($OR = 4,345$), supervisi ($OR = 72,952$) dan penghasilan/gaji ($OR = 7,304$). Sedangkan variabel karakteristik individu menunjukkan dua variabel yang ada hubungan signifikan dengan kinerja adalah pendidikan perawat pelaksana ($OR = 7,567$) dan umur ($OR = 25,948$). Adapun subvariabel yang dominan berhubungan dengan kinerja perawat adalah supervisi ($OR = 72,952$), setelah dikontrol variabel umur, penghasilan/gaji dan tingkat pendidikan. Peningkatan supervisi oleh kepala ruangan, komite keperawatan, dan bagian keperawatan perlu untuk ditingkatkan, dengan cara pendekatan struktur organisasi agar dapat memotivasi kinerja perawat pelaksana.Performance of nurses directly affect to quality health care. Staff nurse is a contribution worker directly to the quality of the services for the client. The work motivation factor is one of factors which influence the work of nurse. This research is a descriptive quantitative by a cross sectional design which aiming to know relationship between the work motivation factors with staff nurse performance inpatient wards in Hospital X. Research used a proportionate random sampling which fulfilled an inclusion criterion; it was almost 100 staff nurse at inpatient wards in Hospital X. This research result indicated three sub variables of work motivation which related significantly by nurse performance including interpersonal relation ($OR = 4.345$), supervision ($OR = 72.952$) and incomes or salary ($OR = 7.304$). While individual characteristic variable indicated two variables which related significantly by performance is education of staff nurse ($OR = 7.567$) and age ($OR = 25.948$). There are dominant sub variable connected with staff nurse performance is supervision ($OR = 72.952$), after it was controlled by variables of age, incomes or salary and education level. Increase of supervision by head nurse, nursing committee, and nursing section need to be improved, with the approach of organizational structure in order to motivate the performance of nurses.